

**UPPER ARKANSAS WATER
CONSERVANCY DISTRICT**

HUMAN RESOURCES COMMITTEE MEETING

March 18, 2024

1:30 p.m.

A meeting among the Upper Arkansas Water Conservancy District Human Resources Committee was held at the Upper Arkansas Water Conservancy District Board Room on March 18, 2024, notice having been given by posting of Notice and Agenda on March 14, 2024 at the offices of the Upper Arkansas Water Conservancy District, 339 East Hwy 50, Salida, Colorado.

COMMITTEE MEMBERS PRESENT (IN PERSON)

Tim C. Canterbury, Director Rich Hilderbrand, Director Tom Goodwin, Director
Mike Shields, Director Ralph L. (Terry) Scanga, General Manager

**COMMITTEE MEMBERS PRESENT (BY REMOTE VIDEO AND AUDIO
CONFERENCING)**

None

DISTRICT OFFICIALS/STAFF MEMBERS & CONSULTANTS PRESENT

Ralph L. (Terry) Scanga, General Manager

**DISTRICT OFFICIALS/STAFF MEMBERS PRESENT (BY REMOTE VIDEO AND/OR
AUDIO CONFERENCING)**

Kendall Burgemeister, Legal Consultant

COMMITTEE OFFICIALS/ STAFF MEMBERS ABSENT

Greg Felt, Director Gracy Goodwin, Water Resources Specialist

DIRECTORS AND GUESTS PRESENT

None

DIRECTORS AND GUESTS PRESENT (BY REMOTE VIDEO AND AUDIO CONFERENCING)

None

Director Canterbury began discussion relative to convening of executive sessions of the committee. Mr. Burgemeister described the required procedures and conditions for an executive session.

Director Goodwin then moved to entered into an executive session of the committee pursuant to CRS 24-6-402 (4) (e) & (f) to review personnel matters with respect to selection and review of candidates for the position of District General Manager. This motion was seconded by Director Shields with all of the committee voting "Aye".

At 3:05 p.m. the committee adjourned the executive session and continued in regular session. A schedule for interview of candidates and procedures was described as follows:

The interview and further processes will be reported to the board at the April 11, 2024 meeting. Three candidates are selected to advance to the interview level which will take place beginning at 8:30 a.m. on May 9, 2024 and continue until 1:00 p.m. The board of directors will be asked to submit questions to the HR Search Committee for review to be provided to the lead interviewer, Legal Consultant, Kendall Burgemeister, for the May 9, 2024 interviews.

The next meeting of the search committee will take place at 1:30 p.m., April 29, 2024 to prepare for the May 9, 2024 interviews. At the May 9, 2024 meeting the board of directors will be invited to attend the interviews and all questions previously collected and selected will be posed to the respective candidates by the lead interviewer only.

RECORD OF PROCEEDING

The May 9, 2024 board of directors meeting will take place at 2:00 p.m. to give the search committee time to complete the interview process. At the May 9, 2024, meeting the HR Search Committee will recommend to the board consideration of an executive session pursuant to CRS 24-6-402 (4) (e) & (f) to provide a recommendation of a candidate(s) and deliberate terms and conditions of a potential contract offer.

In the interim, letters will be sent to all applicants thanking them for submitting applications and advising those selected for interviews of the scheduling times for the respective interviews.

ADJOURN

Adjourned at 3:30 p.m.

Respectfully submitted,



Ralph L. Scanga, Jr., General Manager